



# Delaware Early Childhood Council

Meeting Minutes – September 22, 2016

9:00 a.m. to 11:00 a.m.

Delaware State Police Troop 2  
Robert Paris Community Room  
100 Lagrange Avenue  
Newark, DE 19702

**Council Attendance:** Madeleine Bayard, Rodel Foundation; Christine Anderson, Office of Early Learning; Heidi Beck, Delaware Head Start Association; Cheryl Clendaniel, The Learning Center; Ed Freel, University of Delaware; Susan Perry-Manning, Office of Early Learning; Karen DeRasmo, Prevent Child Abuse in Delaware; Dr. Michelle Shaivitz, Delaware Association for the Education of Young Children; Michelle Wilson, Capital School District, Booker T. Washington; Rosanne Griff-Cabelli, Division of Health and Social Services; Dolan “Dusty” Blakey, Colonial School District; Betty Gail Timm, Office of Child Care Licensing; Steven E. Yeatman, Department of Services for Children, Youth & Their Families; Mary Moor, Prevention and Behavioral Health Services; Debbie Taylor, Child Care Aware of America

**Others in Attendance:** Carmen Gallagher, Dawn Alexander, Kim Brancato, Daphne Evans, Ariel Ford, Caitlin Gleason, Belvie S. Herbert, Andrea Prettyman, Patricia Belle-Scruggs, Debbie Taylor, Jamie Walko, Linda Zankowsky, Amber Shelton, Tammy Wales, Amelia Hodges, Candice Brooks, Jacqueline Jenkins, Ray Fitzgerald, Kelly Sherretz, Kim Lowman, Jennifer Marsh, Marcie Shahan, Cynthia L. Guenzer, Beth Inter, Romisha Robinson, S. Renee, Stephanie Wagner, Leah Woodall, Cindy Husson Brown, Jason Gardner, Casey Triolo, Sarah O’Brien, Michelle Spencer, John Fisher-Klein, Andrea Keating, Faith Scheibe

## 1. Welcome, Call to Order, Old Business

- Madeleine Bayard gave the welcome and called the meeting to order.
- Minutes were approved with no changes. Madeleine thanked Marcie Shahan for her work on arranging the upcoming 2016 meetings and 2017 meetings and referenced the meeting schedule documents, <http://decc.delaware.gov/files/2015/12/2016-Meeting-Schedule-2.pdf>, <http://decc.delaware.gov/files/2015/12/2017-Meeting-Schedule.pdf>
- Council member job descriptions discussed.
- Committee charter & assignment forms circulated for attendees to volunteer for any or all of 3 committee Charters, listed below:
  - Data and Policy Committee (Madeleine Bayard, Chair)
  - Early Learning Programs & Workforce Committee (Julie Johnson, Chair)
  - Health Committee (Leslie Newman, Chair)
- Staff support for Committees:
  - Carmen Gallagher, OEL– Early Learning Programs & Workforce Committee
  - Caitlin Gleason, OEL– Data and Policy Committee
  - Crystal Sherman, Department of Health and Social Services – Health Committee

- Membership Updates:
  - The DECC Chair, Mary Kate Mouser, will leave Delaware and Nemours in December 2016, she is returning to Tennessee.
    - She will be attending the November 2016 Council meeting.
  - Amelia Hodges from DDOE has been approved as a DDOE representative.
  - Debbie Gottschalk has left the Division of Health and Social Services (DHSS); her council responsibilities are being assumed by Rosanne Griff-Cabelli of DHSS.

## 2. Strategic Plan Review & Brainstorm

- Madeleine Bayard presented on the DECC strategic plan and referenced the 2013-2017 Strategic Plan, Plan Alignment Matrix and the Shared Goals Alignment documents.
- Strategic Plan: <http://decc.delaware.gov/files/2015/12/Tab-6A-2013-2017-Strategic-Plan.pdf>
- Shared Goals Alignment: <http://decc.delaware.gov/files/2015/12/Shared-Goals-Alignment-1.doc>
- Madeleine asked participants write down on provided notecards areas of progress and input and ideas for future direction.
  - Several volunteers offered the following comments on where progress was needed and “easy wins”:
    - Increasing training for providers.
    - Better communication within the school districts.
    - Screenings – need additional training for staff and administration to help in communication with parents.
    - Awareness – suspension/expulsion in child care. Greater awareness of unintended consequences to children and families is needed. Discussion needed for a possible statewide early learning expulsion policy.
    - Longitudinal data.
    - Follow-up screenings and follow-up assessments.
    - Link families to all resources such as mental help, housing, etc.
    - Family engagement and education on purchasing quality early learning.

## 3. Updates from Office of Early Learning

- Susan Perry-Manning shared that this is her last DECC meeting. While the timing of the replacement and search for the replacement is unknown at this time, there will be a full search and interview process for finding a replacement. OEL will have an acting Executive Director.
- Final Budget Impact provided by Susan.
  - \$2.2 Million budget cut (as previously discussed).
  - Able to maintain recommended allotments in almost every area within budget.
  - Reductions made to Delaware Readiness Teams funding and CORE.
  - Salary supplement (CORE) awards will be awarded in early spring.
  - Tiered reimbursement payments continue to grow faster than forecasts.
  - Advocacy was successful last year, will have continued need this year for advocacy and education.
  - Delaware should re-evaluate its Pre-K program for the future.
  - RAND study - Standards need to be focused on quality for early childhood workforce and qualifications.
- Madeleine took this opportunity to have the DECC thank Susan for her contributions and initiatives, and thanked her for all of her work.
- Susan thanked the DECC for all their work, friendships and relationships.
- OEL staff presented a departure/thank you gift to Susan. Susan introduced the OEL Staff to the DECC.
- Strategic Plan for Professional Development - Ariel Ford
  - In October there are 4 focus groups, 2 provider focus groups (one in the south, one in the north) looking for input from providers. There is an advisory panel to this committee

which will have a meeting, as well as an additional council meeting. All information will be brought back to the committee at the end of October. The committee's final meeting is on November 18, 2016. Ariel referenced the professional development timeline document, <http://decc.delaware.gov/files/2015/12/Early-Learning-Professional-Development.pdf>, this document gives an overview of the events/meetings planned for the professional development committee.

- Delaware Readiness Teams - Christine Anderson
  - Spoke about transition of Delaware Readiness Teams which originally started through the Early Learning Challenge grant. Original intent was in getting teams developed, promotions, awareness, etc. The intent is now moving to outcome-driven activities. Funding is through both public and private support. OEL is contracting with a consultant for the Readiness teams and referenced the contractor-consultant scope of work document, <http://decc.delaware.gov/files/2015/12/Contractor-consultant-description-for-Del-Teams-9-12-16.pdf>
- CORE Update (Compensation, Retention and Education Awards) - Carmen Gallagher
  - Brief update due to time constraints. Carmen referenced the CORE presentation document and CORE focus groups documents, <http://decc.delaware.gov/files/2015/12/CORE-presentation-FINAL-Sept-20.pdf>, <http://decc.delaware.gov/files/2015/12/CORE-Focus-Groups-9-7-16-1.pdf>, these documents give an overview of the planned changes to CORE and well as focus group times and locations to review and give your feedback on the redesign.
  - Carmen will be gathering feedback from providers to find out what works well and what we need to put into the redesign. CORE is currently sustained at the moment.
    - Marcie Shahan will send the CORE focus group dates to the entire Council mailing list.

#### **4. CCDF Workgroups & Quality Set-Aside Budget Update**

- Presented by Belvie Herbert.
- At last meeting we had discussions and sign-ups for three work groups:
  - Market Rate Workgroup.
  - Resource & Referral Workgroup - streamlining how we provide consumer education to our parents and for the resource and referral side, we need to revamp to include mandates from Federal government.
  - Expulsion Policy Workgroup.
  - Had first meeting end of September, second one towards end of October
- There will be a stakeholder phone call held; if you can't make that call, please have a designee sit in. Feedback is instrumental to move these initiatives forward. Invite is going to be sent out to specific people. Administration for Children and Families is offering technical assistance to implement these initiatives as well.
- In terms of quality spending, we were mandated to increase spending for 2016 to 7%. Required amount was \$1,189,000 we are currently at \$1,400,000.

#### **5. SAIL Taskforce Update**

- Presented by Dusty Blakey, Michelle Taylor and John Fisher-Klein.
- It was mentioned that members had questions about a proposal that was put forward last year, and members are encouraged to come to these SAIL meetings to address those concerns.
- Concerns include how we meet the family's needs, what is the gap for children who don't qualify for Purchase of Care, funding and consequences, education and comprehensive view on how those resources are utilized, infrastructure, and the cap on school-age programs in Stars.
- Goal is to talk to every stakeholder and see where overlaps are and where replication can be done that is beneficial to everybody. Talk to school districts to see what they are doing with extra time and money, what they are doing for students in their K-12 systems, where there is redundancy,

where there is data that supports that any of these things are doing well, etc. Not a whole lot of early childhood conversation at the first meeting as the focus was primarily on school districts since time and money were the focus of the conversation.

- If you look at the establishment of this group there are a lot of goals in a short amount of time. If you're able to come to stakeholder meetings, please do so.
- Madeleine Bayard referenced the following SAIL documents, <http://decc.delaware.gov/files/2015/12/1.-HR-39-SAIL-Task-Force.pdf>, <http://decc.delaware.gov/files/2015/12/2.-Meeting-Schedule-Membership-Agenda-1.pdf>, these documents highlight the taskforce charge and membership meeting dates.

#### 6. **EIEIO Update**

- Presented by Kim Brancato and Jamie Walko.
- Draft of brochure that team is currently developing gives brief history of workgroup, mission of group, etc.
- Website has research, resources, fact sheets, and hand-outs that might help child care providers, parents, etc. Please visit our website.
- Jamie Walko referenced the Recognizing High Quality Inclusive Early Childhood Educators document, <http://decc.delaware.gov/files/2015/12/EIEIO-Flyer-2.docx>, this document gives a high level overview of the process for nominating high quality inclusive early childhood educators.
  - Kim and Jamie will be conducting observations in the winter with recognition in March. Please share this information.

#### 7. **Every Student Succeeds Act (ESSA) Stakeholder Forum**

- Presented by Madeleine Bayard, Amelia Hodges, Caitlin Gleason and Candice Brooks.
- Please reference presentation: <http://decc.delaware.gov/files/2015/12/9-22-16-ESSA-Discussion.DE-Early-Childhood-Council-1.pdf> and the Plan Alignment Matrix: [http://decc.delaware.gov/files/2015/12/Alignment-and-Shared-Goals-Early-Learning\\_ESSA\\_for-9-22.pdf](http://decc.delaware.gov/files/2015/12/Alignment-and-Shared-Goals-Early-Learning_ESSA_for-9-22.pdf)
- Amelia Hodges and Candice Brooks are requesting feedback and discussion from DECC meeting members for ideas in developing state plan going forward.
- Amelia referenced the ESSA requirements/opportunities documents, <http://decc.delaware.gov/files/2015/12/EDGE-ENGLISH-091516-ESSA-requirements-opportunities-handout-1.pdf>, <http://decc.delaware.gov/files/2015/12/EDGE-SPANISH-091516-ESSA-requirements-opportunities-handout-1.pdf>, these documents are in both English and Spanish and can help with additional information that may not have been covered in this meeting:
- Every Student Succeeds Act – Elementary Education Secretary Act authorized in 1965. Prior to ESSA, the last authorization was No Child Left Behind (re-authorized in 2002). In 2011, the DOE offered flex waivers, DE was one of the states that applied and received waivers. These waivers enabled innovations and ability to work outside current standards and use multiple measures to rate our schools in K-12.
- In December 2015, ESSA was passed and it builds on previous authorizations of the bill but also reduces Federal requirements. ESSA allows States to rebuild and refine education systems. Although it was passed in 2015, the Act won't be implemented until 2017-18 school year; ESSA allows for a planning year.
- ESSA requires state standards align with college and career readiness. It requires a single statewide accountability system that measures all students and sub-groups of students, in addition to annual assessments in reading and math in grades K-8 and high school, and K-5 and high school science assessments. It requires that 95% of all students and 95% of students in each sub-group participate in those state assessments, annual reporting in Delaware school profiles, and requires states to provide support for lowest performing schools.

- Several opportunities under ESSA:
  - Creating multiple measures accountability system – Delaware School Success Framework. Are students graduating from high school on time? And what is the measurement against other students in other states?
  - We are able to:
    - Measure attendance rates in elementary and middle schools.
    - Measure college and career readiness.
- School funding – while there is not additional funding, there are additional changes. It's not new money, it's the way we use the money.
- Requesting conversation and feedback from DECC meeting participants – Candace will collect and record all feedback after today's meeting.
- Three questions:
  - How can the state (DOE) help districts, schools, and educators to develop practices that will ease students' and parents' transitions from early learning to Kindergarten?
  - How can the state help districts collaborate with early learning providers?
  - How can the early learning providers make better connections with districts and charter schools?
    - Some of the feedback from the conversation included:
      - Screenings from assessments need to be shared with the school districts.
      - Supporting efforts that have begun this progress, such as the Delaware Readiness Teams creatively working with schools and early learning providers should be continued.

## **8. Future Meeting Topics, Additional Items and Close**

- Lucinda Ross from St. Michaels was introduced.
- Candice Brooks to collect and record all feedback from cards on tables.
- Debbie Taylor shared the New Child Care Aware of America report (about child care center supply and demand): <http://usa.childcareaware.org/advocacy-public-policy/resources/reports-and-research/childcaredeserts/>
  - Delaware is highlighted for our work and Debbie suggested for this topic to be discussed further in future.
- OCCL (Office of Child Care Licensing) has submitted two additional sets of regulations to the register of regulations for publication on October 1<sup>st</sup> and assuming that happens, one set is for child placement agencies which deals with foster care and adoptions, the other one is regulation of family and large family child care homes. There will be a period of public comment and all comments are welcome.
- S. Renee Smith introduced herself to the group as part of the business community. Thanked DECC meeting participants for all their hard work in the early childhood care community and for being invited to be part of this community.
  - S. Renee has been an advocate in Dover for us in the community.
- Next meeting is November 17, 2016
  - 9:00 AM – 11:00 AM
  - Delaware State Police Troop 2
  - Robert Paris Community Room
  - 100 Lagrange Avenue
  - Newark, DE 19702
- Madeleine Bayard adjourned the meeting at 11:00 a.m.